

## **Evangelism Policy**

### **Evangelism Committee Composition:**

The Evangelism Committee will be composed of the following members:

- **Three Senior Officers:** President (Chairman), Secretary, and Treasurer
- **Evangelism Director:** The individual who advises the committee
- **Additional Members:** Four lay members and two pastors, ensuring the committee reflects the diversity of the church membership.

### **Reimbursement Policy:**

- **Evangelistic Series:**  
The Arkansas-Louisiana Conference Evangelism Department will cover 70% of the approved costs for each evangelistic series, while the local church is responsible for 30%.
  - **Incentive for Baptisms:**  
A church shall be eligible for an evangelism incentive based on its baptism rates during the evangelism series, as outlined below:
    - If the church baptizes at least 10% of its average Sabbath attendance over the preceding three months, it shall receive an 80% incentive.
    - If the church baptizes at least 15% of its average Sabbath attendance over the preceding three months, it shall receive a 90% incentive.
    - Each case will be evaluated individually to ensure proper allocation of funds.

### **Bible Worker Support:**

- **Approval:** All Bible Workers must receive approval from the Evangelism Committee and hiring before commencing the hiring process.
- **Salary Support:**  
The Conference will cover 70% of the Bible Worker's salary for up to six months, provided they meet the criteria set forth in the Bible Worker Policy.

### **Materials Support:**

The Conference will cover 70% of the cost for evangelistic materials, including but not limited to:

- Bibles
- Evangelistic and theological books
- Children ministry resources
- Glow tracts
- Other related resources

### **Food Allowance:**

- A food allowance of **up to \$1,500** will be provided for the budget.
  - The Conference will cover 70% of this amount.
  - Any costs exceeding the \$1,500 limit will be the responsibility of the local church.

### **Decorations:**

- A decoration allowance of **\$500** will be provided for evangelistic purposes.
  - The Conference will cover 70% of this amount.
  - Any costs beyond the \$500 limit will be the responsibility of the local church.

### **Submission of Evangelism Requests:**

- To ensure the smooth planning and execution of evangelism initiatives, all evangelism requests must be submitted to the Department of Evangelism at least one week prior to the scheduled committee meeting. This timeline allows adequate review and consideration of the requests during the meetings.
- All churches are required to adhere to these submission timelines. Compliance with these guidelines will ensure that all evangelism activities are reviewed and approved in a timely manner, in alignment with the six scheduled Evangelism Committee meetings held annually.

### **Fees and Honorariums:**

- **Guest Evangelists:**  
For professional evangelists who are not employed by a Conference but operate independently, the Conference will pay the fee as specified in the approved contract.
  - The contract must be approved by the Evangelism Committee and signed by the Evangelism Coordinator.
- **Evangelists from SDA Organizations:**  
If the evangelist is an employee of a Seventh-day Adventist organization (e.g., Conferences, Unions, Divisions, or the General Conference), the Conference will provide an honorarium of up to **\$500**.
  - If the local church wishes to offer more, it must be done in coordination with the Conference, ensuring that the individual receives a **1099 tax form** for IRS purposes.
  - The Conference will cover 70% of the honorarium, up to the \$500 limit.
- **International Pastors and Evangelists:**
  - Honorariums shall **not** be granted to pastors or evangelists visiting from outside the United States.
- **Local Pastors:**  
Local pastors within the Arkansas-Louisiana Conference conducting evangelistic series in a different district than theirs may receive a gift card of up to **\$250**.
  - The Conference will cover 70% of this amount.

- This amount is considered **taxable income** and will be reported accordingly.

### **Singers and Musicians:**

- The same policy regarding fees and honorariums for guest evangelists applies to singers and musicians invited by the local church for evangelistic events.

### **Car Rental:**

- Car rental expenses are eligible for reimbursement if the guest evangelist is traveling from outside the Conference.
  - The Conference will also reimburse the cost of **gasoline** (but not mileage) for the rental vehicle.

### **Equipment:**

- The acquisition of equipment is not considered part of evangelism-related activities and remains the sole responsibility of the individual church. The purchase of such equipment, including but not limited to audio-visual devices, sound systems, and other technological tools, should be managed and funded directly by the church.
- However, if a church requires the rental of equipment for a specific evangelism event, this cost may be covered through the evangelism process, provided it is submitted as part of the official requisition during the designated request periods.
- All requests for equipment rental must adhere to the established submission guidelines to ensure proper review and approval.

### **Benefits for the Pastors of the Arkansas-Louisiana Conference:**

#### **Extra Travel Allowance:**

- If a local pastor exceeds the maximum mileage allowed by the "cap" assigned by their district in a month, whether conducting evangelistic work or hosting a guest, they will be eligible for additional reimbursement.
  - The Conference will pay **\$0.52 per additional mile** over the maximum allowed by the "cap," up to a maximum of **1,000 additional miles**.
  - The reimbursement will be processed upon submission of the proper form in the pastor's monthly worker's report.
- This reimbursement will only apply to **reaping events** (evangelistic efforts specifically related to harvesting new believers).

#### **Equipment Allowance for Pastors:**

- Pastors may receive an **equipment allowance** as an incentive to purchase new equipment for evangelistic purposes.

- The allowance is **\$75 per night**, up to a maximum of **28 nights** annually, for a total of **\$2,100** per year.
  - **This allowance is considered taxable income and will be reported accordingly.**
  - The form for this benefit must be completed and submitted no later than the **following month's payroll**, which is due on the **21st**.
  - It will **only** apply if the pastor preaches the evangelistic series in his own district.
  - Officers and Departmental Directors of the Arkansas-Louisiana Conference shall be eligible for this benefit when **conducting** their evangelistic meetings in churches located within the Conference territory.
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### **Policy Review:**

This policy will be reviewed periodically by the Evangelism Committee, which will make recommendations for updates or modifications as needed.